

Caron, Daniel

From: Russell, Scarlett
Sent: September 17, 2008 04:16 PM
To: Denis, Denise; Achtell, Mary Jean
Cc: Lamarche, Lynne
Subject: FW: BF EOD - Sept 17 - Sikh religion issues / CBSA Uniform Policy (wearing of turbans and facial hair)

fyi...

-----Original Message-----

From: Swift, David
Sent: September 17, 2008 3:59 PM
To: Russell, Scarlett
Cc: Kyle, Joan
Subject: FW: BF EOD - Sept 17 - Sikh religion issues / CBSA Uniform Policy (wearing of turbans and facial hair)

Hi Scarlett,

Please see Joan's analysis of the situation. The second last paragraph sums up the officer safety concerns.
David

-----Original Message-----

From: Kyle, Joan
Sent: September 17, 2008 3:27 PM
To: Swift, David
Cc: Casimiro, Claudia
Subject: RE: BF EOD - Sept 17 - Sikh religion issues / CBSA Uniform Policy (wearing of turbans and facial hair)

As requested, I have reviewed the attached and provide the following with respect to the question posed to officer safety.

The question posed to Officer Safety by Scarlett Russell (originating from Mr. Adam Carson, A/POERT Administrator) is whether the officer safety unit has comments in regards to the officer's health and safety on the issue of facial hair and the length of the student's beard.

The situation seems to be that a student of the POERT program (Control + Defensive Tactics) is a recruit who practises the Sikh religion and wears a turban and facial hair.

Comments

The Uniform Policy (the policy), owned by Lynne Lamarche's Uniform Program, in section **2.5.4 Facial Hair** provides an exemption for practising members of the Sikh religion wherein they submit written notice to their immediate supervisor and that notice will be forwarded to the regional director general for approval.

Mr. Carson stated that the recruit's beard appears to be longer than the 2.5 cm prescribed in section 2.5.4 of the policy.

The exemption in the policy states that "When necessary, the beard shall be securely contained in fine netting that is the same colour as the beard."

As Mr. Carson said "...the recruits are involved in classroom learning as well as Control and Defensive Tactics training (in gyms with physical activity)..." etc. and accordingly it seems that it would be possible for the recruits to sustain injury.

From an officer safety perspective, if the instructors deem that the recruit's beard, left without being secured in anything, is detrimental to the officer's safety such that, for example, it could become trapped in something etc, it does seem that the policy's exemption provides that the instructor could require and the recruit would be compelled to secure the beard in a fine netting.

The Uniform Policy already recognizes that there are practising members of the Sikh religion who are uniformed officers and it does appear that it accommodates them under the exemption found therein with respect to the issue of facial hair (beard).

-----Original Message-----

From: Swift, David
Sent: September 16, 2008 11:56 AM
To: Kyle, Joan
Subject: FW: Sikh religion issues / CBSA Uniform Policy (wearing of turbans and facial hair)
Importance: High

Hi Joan,

Could you please review the following and provide any comments with respect to officer safety on this issue. BF
 EOD Wed Sept 17.
 Thank you
 David

-----Original Message-----

From: Russell, Scarlett
Sent: September 16, 2008 11:51 AM
To: Swift, David
Subject: FW: Sikh religion issues / CBSA Uniform Policy (wearing of turbans and facial hair)
Importance: High

Hi David,

I received the below email from an CDT Administrator at Rigaud. One of his questions (#2) deals with facial hair and the length of the student's beard. Do you have any comments in regards to the officer's health and safety on this issue.

Thanks,
 Scarlett

-----Original Message-----

From: Carson, Adam
Sent: September 11, 2008 10:17 AM
To: Russell, Scarlett
Cc: Roy, Annie; Achtehl, Mary Jean; Denis, Denise; Lamarche, Lynne; Surprenant, Nathalie
Subject: Sikh religion issues / CBSA Uniform Policy (wearing of turbans and facial hair)
Importance: High

Hello Scarlett:

I have been in contact with Mary Jean Achtehl and she said that you may be familiar, or have worked on in the past, these issues involving employees practicing the Sikh religion. I have also explained to Mary Jean that it would be greatly appreciated if we could have answers / direction on these issues in a prompt manner, if possible, in the event that we have to meet with the recruit.

I am currently an Administrator in the POERT program (Control + Defensive Tactics) at the CBSA Learning Centre. Annie Roy (Administrator POERT) and I are attempting to find answers or direction relating to this subject as we currently have a recruit who practices the Sikh religion and wears a turban and facial hair. We want to ensure that we are not offending, or violating his spiritual beliefs or his rights, however, we are required to ensure that the CBSA Uniform Policy is adhered to as well for reasons of appearance, professionalism, and health and safety.

As interpreted by the Uniform Policy, we understand that there are exemptions for individuals practicing the Sikh religion that is written in black and white text, however, some ambiguities that we are facing include section referring to 2.5.2 - Hair style (Exemptions) and 2.5.4 - Facial Hair (Exemptions):

1) Wearing of the cloth under the turban (associated with a "jura") it is not signified or addressed in the Policy whether or not, uniformed employees are allowed to wear this, or what colour of cloth / jura is permitted under the turban. The cloth can be visibly seen in the forehead area under the turban. (refer to internet link below)

2) Facial hair. In the policy, the last statement in the exemption states "When necessary, the beard shall be securely contained in fine netting that is the same colour as the beard." We would like to know if there is any history on the matter in "when necessary" is applicable. For example, within the POERT program, the recruits are involved in classroom learning as well as Control and Defensive Tactics training (in gyms with physical activity), performing simulated baggage examinations, and simulating performing functions at Primary inspection (dealing with the public). The individual is currently wearing beard that appears to be much longer than 2.5 cm (1 inch) as referred to in 2.5.4.

We have completed some research on the internet regarding the Sikh religion and the significance of head dress, colour of head dress, and wearing facial hair, etc. Here are some examples.

http://seattletimes.nwsources.com/news/lifestyles/links/turbans_27.html

In the above link there is an illustration of a Sikh gentleman wearing a turban with a white cloth / jura beneath the turban. It also explains the significance of hair in the Sikh religion.

Here is an excerpt from Google answers relating to turban colour and jura:

Do the different colors of turbans that Sikh's wear, have any special meaning? And if so, what do the different colors mean?

Answer:

For daily wear, Sikhs can choose to wear any colour of turban. In my experience, black or dark blue are considered "businesslike".

Children Sikh boys with uncut hair usually wear it plaited and tied in a bun (jura) on top of the head. Over the jura boys generally wear a small white cloth, a square scarf, or a larger square of cloth often muslin or poplin. Normally older people tend to wear white or paler turbans - thus reflecting their acquired wisdom.

Saffron and deep blue turbans are the traditional colors Sikhs have worn in battle.

As part of the British army, Indian and Punjab regiments with Sikh officers had many different designated turban colours both for battle and for parade. Army veterans may wear their regimental turbans on special or remembrance occasions.

Another resource for our research was from sikhnet.com (a reference website to Sikhism):

<http://fateh.sikhnet.com/s/WhyTurbans>

Any guidance or direction on this matter is greatly appreciated.

-Adam Carson + Annie Roy,

A.S. (Adam) Carson

A/POERT Administrator / I/Administrateur FORPE
Control and Defensive Tactics Unit
Unité des Tactiques de défense et de maîtrise
CBSA Learning Centre / Centre d'apprentissage de l'ASFC
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<< OLE Object: Picture (Metafile) >>

Government of Canada / Gouvernement du Canada

Caron, Daniel

From: Denis, Denise
Sent: July 6, 2011 09:37 AM
To:
Cc: Desormeaux, Barry
Subject: FW: Muslim hijab (**2529**)

Tracking: **Recipient**

Desormeaux, Barry

Good morning Sanha,

I apologize for the delay in replying to your request for information about the Canada Border Services Agency's policy on accommodating Muslim women who wear their hijab.

You will be pleased to know that the Canada Border Services Agency (CBSA) recognizes that we live in a culturally and ethnically diverse nation. For this reason, the dress and personal grooming of any employees for religious and cultural purposes is taken into account in light of their requirements and the *Canadian Charter of Rights and Freedoms*.

The specific policy on headgear is provided in the CBSA Uniform Policy and Standards of Appearance, subsection 3.9.4 which states the following:

3.9.4 Other headgear and facial coverings

Agency-approved headgear, including headscarves and turbans authorized on the basis of cultural or religious beliefs (see also subsection 2.7.2 Exemptions), may be worn by officers while they are in training or on duty. However, for health and safety reasons, pins must not be used to fasten any headgear because it could potentially pose a safety hazard to those officers wearing the pin, or to their co-workers, if it became detached or, alternatively, did not release, if the headgear was pulled. Only fasteners made of Velcro, or of a quick-release or breakaway design, should be used to fasten headgear.

In addition, ideally, all headgear should be fastened around the back of the head or neck (not under the chin) to minimize potential choking hazards.

Facial coverings' sole purpose is to provide environmental facial protection for officers while they are working out of doors in extreme cold temperatures. When officers are working with the public, their entire face must be visible.

Headgear that is worn because of cultural or religious reasons and facial coverings that are worn because of weather conditions shall be navy blue or black in colour and non-patterned.

I appreciate your interest in the CBSA's uniform policy with respect to cultural and religious accommodation.

Best regards,

Denise Denis

Senior Program Advisor / Conseillère principale de programmes
 Uniform and Equipment Unit / Unité des uniformes et de l'équipement
 Operational Performance Division / Division de la performance opérationnelle
 Border Operations Directorate / Direction des opérations frontalières
 Operations Branch / Direction générale des opérations
 613-941-9436



Canada Border
Services Agency

Agence des services
frontaliers du Canada

From: CBSA-ASFC_CONTACT
Sent: June 14, 2011 11:04 AM
To: Langan, Michelle(CBSA-HQ)
Subject: FW: **2529**

From:
Sent: April 20, 2011 8:56 PM
To: contact@cbsa.gc.ca
Subject: **2529**

Hi,

.I have recently been doing some research on religious accommodation in different fields of law enforcements. My question is how open are you to the idea of letting Muslim Women wear their hijab(not niqab) while on duty ? Are you willing to make accommodation for those women ? I am asking this question for personel and profesional reason,as I myself want to apply in law enforcement in near future i want to know if my religious symbol will be accepted as part of the uniform.

Thanks

Caron, Daniel

From: Denis, Denise
Sent: December 17, 2008 09:39 AM
To: Dyck, John
Cc: Lamarche, Lynne; Russell, Scarlett; Petrin, Cindy; Kravitz, Diane; Fortier, Sonia
Subject: RE: turban fasteners

Tracking:	Recipient	Delivery	Read
	Dyck, John	Delivered: 2008-12-17 09:39 AM	
	Lamarche, Lynne	Delivered: 2008-12-17 09:39 AM	
	Russell, Scarlett	Delivered: 2008-12-17 09:39 AM	
	Petrin, Cindy	Delivered: 2008-12-17 09:39 AM	Read: 2008-12-17 09:42 AM
	Kravitz, Diane	Delivered: 2008-12-17 09:39 AM	
	Fortier, Sonia	Delivered: 2008-12-17 09:39 AM	

Hi Mr. Dyck,

I consulted with other government departments that have an enforcement mandate (e.g. DND, RCMP, Correctional Service Canada, Fisheries and Oceans; Environment Canada (Wildlife Enforcement) and Parks Canada) to enquire if they had specific guidelines in place on headgear and headgear fasteners, specifically on headgear worn for religious beliefs. This issue is not addressed anywhere.

The guidelines in the Communiqué are general and apply to all headgear worn for religious reasons, not only turbans but headscarves such as the hijab worn by Muslim woman. Basically, the communiqué does not specify the use of Velcro as a turban fastener but as a headgear fastener. This was only a suggestion. The purpose of including Velcro is based on the fact that hijab are now sold with a Velcro attachment.

We discussed the issue of turban fasteners with a fellow officer who wears a turban and asked him what he uses to hold it in place. He indicated that he doesn't use anything. Therefore, the use of pins is a personal choice. We cannot prohibit the use of pins to secure a turban (at various points) but we can recommend that pins not be used in areas of the turban where they could potentially pose a safety hazard to the officers wearing the turban or to their co-workers if the turban was pulled (for example, during some types of examinations or enforcement actions, in classroom learning as well as Control and Defensive Tactics training, etc.).

The Agency will not reimburse any costs associated with Agency-approved headgear that are not a component of the CBSA uniform.

I hope this answers your questions.

Regards,

Denise Denis

Senior Program Advisor / Conseillère principale de programme
 Uniform Program / Programme des uniformes
 Operational Preparedness Division / Division de la préparation opérationnelle
 Operations Branch, CBSA / Direction générale des opérations, ASFC
 191 Laurier Ave West - 8th floor, Sir Richard Scott Bldg.
 Ottawa ON K1A 0L8
 (613) 941-9436

From: Dyck, John
Sent: November 21, 2008 11:22
To: Denis, Denise
Subject: turban fasteners

Denise; before we distribute the latest communiqué on the use of Velcro to fasten turbans or other headgear we just have a question (or two.....).

I am under the impression that depending on the style of turban there may be a number of pins used to fasten the turban at various points....does this directive refer only to the "final" fastener or all? Is a Velcro turban fastener something that is readily available or are we likely to get inquiries regarding sourcing? Will it require "custom" tailoring of any kind? Will the department reimburse the wearer for costs?

My uniform coordinator would like answers to these questions prior to distributing the message.

Thanks

John Dyck
Director, PCD
Pacific Region

Caron, Daniel

From: Denis, Denise
Sent: August 3, 2011 02:40 PM
To:
Subject: RE: Case ID: 11467 - Questions about the religious tolerance in your agency

Dear

Thank you for your request for information about the Canada Border Services Agency's policy on accommodating its uniformed officers with regards to their religious requirements.

You will be pleased to know that the Canada Border Services Agency (CBSA) recognizes that we live in a culturally and ethnically diverse nation. For this reason, the dress and personal grooming of any employees for religious and cultural purposes is taken into account in light of their requirements and the *Canadian Charter of Rights and Freedoms*.

For your reference, I am providing you with excerpts of the *CBSA Uniform Policy and Standards of Appearance* addressing employee accommodation for religious and cultural purposes. They are as follows:

Hair Style

Subsection 2.7.2 - Hair style exemptions

Uniformed officers who are practising members of the Sikh religion may be exempted from the above-prescribed standards upon written notice to their immediate supervisor for approval. They may wear a turban and/or patka (under-turban or cloth to cover long hair fixed in a bun (jura) on top of head) that is non-patterned and navy blue or black in colour and a khanga (Sikh comb worn in the hair under the turban).

Uniformed officers of an Aboriginal background who wish to be exempted from the above-prescribed standards for hairstyle because of their spiritual beliefs will provide a written notice to their immediate supervisor for approval. The officers' hair must be neat, tied back and securely fastened so that it does not pose a health or safety risk. Ponytails shall not be worn through the opening in the back of the baseball cap.

Facial Hair

Subsection 2.7.4 - Facial hair - Beards/goatees

Uniformed officers who are practising members of the Sikh religion may be exempted from the above-prescribed standards upon written notice to their immediate supervisor for approval. This written notice will be forwarded to the regional director general for approval. When necessary, the beard shall be securely contained in fine netting that is the same colour as the beard.

Jewellery

Section 2.8

For professional and health and safety reasons, the wearing of jewellery (including jewellery used for visible body piercing and facial and tongue piercing) is prohibited with the CBSA uniform, with certain exceptions:

One of them is:

- Jewellery that does not pose a health or safety risk may be worn by employees for whom the particular item has a recognized religious connotation. For example, practising members of the Sikh religion may wear a small replica of the kirpan (symbolic sword) in the form of a pin (no more than 9 cm in length) under their uniform and a kara (symbolic iron bracelet, no wider than 6 mm).

Headgear

Subsection 3.9.4 - Other headgear and facial coverings

Agency-approved headgear, including headscarves and turbans authorized on the basis of cultural or religious beliefs (see also subsection 2.7.2 Exemptions), may be worn by officers while they are in training or on duty. However, for health and safety reasons, pins must not be used to fasten any headgear because it could potentially pose a safety hazard to those officers wearing the pin, or to their co-workers, if it became detached or, alternatively, did not release, if the headgear was pulled. Only fasteners made of Velcro, or of a quick-release or breakaway design, should be used to fasten headgear.

In addition, ideally, all headgear should be fastened around the back of the head or neck (not under the chin) to minimize potential choking hazards.

Facial coverings' sole purpose is to provide environmental facial protection for officers while they are working out of doors in extreme cold temperatures. When officers are working with the public, their entire face must be visible.

Headgear that is worn because of cultural or religious reasons and facial coverings that are worn because of weather conditions shall be navy blue or black in colour and non-patterned.

On your specific question on the wearing of the hat, the only hat that is part of the operational uniform is the baseball cap for those groups who are eligible to wear it, and if they wish to wear it. The service cap is only worn with a dress uniform at special events. It is not expected that an employee wearing a turban or other headgear for religious purposes also wear the baseball cap or service cap.

I hope this information is helpful.

I appreciate your interest in the CBSA's uniform policy with respect to cultural and religious accommodation.

Best regards,

Denise Denis

Senior Program Advisor / Conseillère principale de programmes
Uniform and Equipment Unit / Unité des uniformes et de l'équipement
Operational Performance Division / Division de la performance opérationnelle
Border Operations Directorate / Direction des opérations frontalières
Operations Branch / Direction générale des opérations

From:

Sent: July 24, 2011 4:06 PM

To: Contact@cbsa.gc.ca

Subject: Questions about the religious tolerance in your agency **11467** Operations

Dear Madam, dear Sir,

I would like to write a post on my future blog about how people and some agencies like yours can be tolerant and respectful of your employee's religion,
So these are questions I would like to ask you :

- If one of your employee is wearing a uniform and has to check passenger's passports for instance at Pearson International Airport :

Can he wear a Kipa if he is jewish ?

Can she wear a veil/hijab if she is muslim ?

Can he wear a turban if he is sikh ?

- Do they have to be able to put the hat of their uniform (if they have one) above their Kipa/veil/Turban ?

Thanks for your answer. Best regards.

Caron, Daniel

From: Denis, Denise
Sent: December 8, 2008 11:39 AM
To: Carson, Adam
Cc: Lamarche, Lynne; Russell, Scarlett
Subject: FW: Sikh religion issues / CBSA Uniform Policy (wearing of turbans and facial hair)

Tracking:	Recipient	Delivery	Read
	Carson, Adam	Delivered: 2008-12-08 11:39 AM	
	Lamarche, Lynne	Delivered: 2008-12-08 11:39 AM	Read: 2008-12-08 11:40 AM
	Russell, Scarlett	Delivered: 2008-12-08 11:39 AM	

Good Morning Adam,

This is in response to your email of September 11, 2008 to Scarlett in which you requested clarification on the exemptions for individuals practicing the Sikh religion, specifically the headgear (turban and cloth underneath) and the beard.

Question 1) Wearing of the cloth under the turban (associated with a "jura") it is not signified or addressed in the Policy whether or not, uniformed employees are allowed to wear this, or what colour of cloth / jura is permitted under the turban. The cloth can be visibly seen in the forehead area under the turban.

Subsection 2.5.2 – Hair style (Exemptions) clearly states:

"Uniformed officers who are practising members of the Sikh religion may be exempted from the above-prescribed standards upon written notice to their immediate supervisor. This written notice will be forwarded to the regional director general for approval. **They may wear a turban or patka (head kerchief) that is non-patterned and navy blue or black in colour**, a small replica of the kirpan (symbolic sword) in the form of a pin (no more than 9 cm in length) under their uniform, a kara (symbolic iron bracelet, no wider than 6 mm) and a khanga (Sikh comb worn in the hair under the turban)."

The cloth under the turban associated with a "jura" is called the patka. As you will note in the paragraph above, the patka must be non-patterned and navy blue or black in colour. For further information on the definition and picture of a patka, you can refer to this website: <http://en.wikipedia.org/wiki/Image:SikhPosterUSDepartmentOfJustice.PNG>

Question 2) Facial hair - In the policy, the last statement in the exemption states "**When necessary**, the beard shall be securely contained in fine netting that is the same colour as the beard." We would like to know if there is any history on the matter in "when necessary" is applicable.

There is not history (yet) on the "when necessary" matter. As you indicated, "the recruits are involved in classroom learning as well as Control and Defensive Tactics training (in gyms with physical activity)...." etc. and accordingly it seems that it would be possible for the recruits to sustain injury.

Regarding this question, we consulted with officials from the Health and Safety Unit. They advised that from an officer safety perspective, if the instructors deem that the recruit's beard, left without being secured in anything, is detrimental to the officer's safety such that, for example, it could become trapped in something etc, the policy's exemption provides that the instructor could require and the recruit would be compelled to secure the beard in fine netting.

The Uniform Policy already recognizes that there are practising members of the Sikh religion who are uniformed officers and accommodates them under the exemption found therein with respect to the issue of facial hair (beard).

I hope this information answers your questions.

Regards,

Denise Denis

Senior Program Advisor / Conseillère principale de programme
Uniform Program / Programme des uniformes
Operational Preparedness Division / Division de la préparation opérationnelle
Operations Branch, CBSA / Direction générale des opérations, ASFC
191 Laurier Ave West - 8th floor, Sir Richard Scott Bldg.
Ottawa ON K1A 0L8
(613) 941-9436

From: Carson, Adam
Sent: November 21, 2008 8:32 AM
To: Achtell, Mary Jean
Subject: FW: Sikh religion issues / CBSA Uniform Policy (wearing of turbans and facial hair)
Importance: High

Mary Jean:

I have never received a response or direction on this issue. This is what I was referring to you yesterday in my email. Are you aware if any progress has been made in relation to this?

Thanks,
-Adam

A.S. (Adam) Carson

A/POERT Administrator
Administrateur / I FORPE
Control & Defensive Tactics Unit
L'unité des tactiques de défense et de maîtrise
Office / Bureau : A-518
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(514) 262-8330 - Blackberry

Government of Canada / Gouvernement du Canada

From: Carson, Adam
Sent: September 11, 2008 10:17 AM
To: Russell, Scarlett
Cc: Roy, Annie; Achtell, Mary Jean; Denis, Denise; Lamarche, Lynne; Surprenant, Nathalie
Subject: Sikh religion issues / CBSA Uniform Policy (wearing of turbans and facial hair)
Importance: High

Hello Scarlett:

I have been in contact with Mary Jean Achtell and she said that you may be familiar, or have worked on in the past, these issues involving employees practicing the Sikh religion. I have also explained to Mary Jean that it would be greatly appreciated if we could have answers / direction on these issues in a prompt manner, if possible, in the event that we have to meet with the recruit.

I am currently an Administrator in the POERT program (Control + Defensive Tactics) at the CBSA Learning Centre. Annie Roy (Administrator POERT) and I are attempting to find answers or direction relating to this subject as we

currently have a recruit who practices the Sikh religion and wears a turban and facial hair. We want to ensure that we are not offending, or violating his spiritual beliefs or his rights, however, we are required to ensure that the CBSA Uniform Policy is adhered to as well for reasons of appearance, professionalism, and health and safety.

As interpreted by the Uniform Policy, we understand that there are exemptions for individuals practicing the Sikh religion that is written in black and white text, however, some ambiguities that we are facing include section referring to 2.5.2 - Hair style (Exemptions) and 2.5.4 - Facial Hair (Exemptions):

1) Wearing of the cloth under the turban (associated with a "jura") it is not signified or addressed in the Policy whether or not, uniformed employees are allowed to wear this, or what colour of cloth / jura is permitted under the turban. The cloth can be visibly seen in the forehead area under the turban. (refer to internet link below)

2) Facial hair. In the policy, the last statement in the exemption states "**When necessary**, the beard shall be securely contained in fine netting that is the same colour as the beard." We would like to know if there is any history on the matter in "when necessary" is applicable. For example, within the POERT program, the recruits are involved in classroom learning as well as Control and Defensive Tactics training (in gyms with physical activity), performing simulated baggage examinations, and simulating performing functions at Primary inspection (dealing with the public). The individual is currently wearing beard that appears to be much longer than 2.5 cm (1 inch) as referred to in 2.5.4.

We have completed some research on the internet regarding the Sikh religion and the significance of head dress, colour of head dress, and wearing facial hair, etc. Here are some examples.

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In the above link there is an illustration of a Sikh gentleman wearing a turban with a white cloth / jura beneath the turban. It also explains the significance of hair in the Sikh religion.

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Saffron and deep blue turbans are the traditional colors Sikhs have worn in battle.

As part of the British army, Indian and Punjab regiments with Sikh officers had many different designated turban colours both for battle and for parade. Army veterans may wear their regimental turbans on special or remembrance occasions.

Another resource for our research was from sikhnet.com (a reference website to Sikhism):

<http://fateh.sikhnet.com/s/WhyTurbans>

Any guidance or direction on this matter is greatly appreciated.

-Adam Carson + Annie Roy,

A.S. (Adam) Carson

A/POERT Administrator / I/Administrateur FORPE

Control and Defensive Tactics Unit

Unité des Tactiques de défense et de maîtrise

CBSA Learning Centre / Centre d'apprentissage de l'ASFC

Office / Bureau A-518

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(450) 451-6711 ext./pste. - 2753

<< OLE Object: Picture (Metafile) >>

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Caron, Daniel

From: Lamarche, Lynne
Sent: November 3, 2008 11:52 AM
To: MacPherson, Stuart; Desormeaux, Barry
Cc: Kravitz, Diane; Russell, Scarlett; Denis, Denise
Subject: FW: Special Religious Clothing for Females

Good day gentlemen. Diane has researched the issue I brought to your attention the other day whereby a muslim student requested looser clothing be developed for officers of that faith and stated that DND had gone that route already. Below is an account of Diane's findings on this issue. Thanks Diane!

You may want to share with Mme Hébert also, as I believe I had copied her too on that first message (which I cannot find anywhere ☺). I will keep you posted if we find anything else on this issue.

Thanks,

Lynne

From: Kravitz, Diane
Sent: Friday, October 31, 2008 2:55 PM
To: Lamarche, Lynne
Cc: Russell, Scarlett; Denis, Denise
Subject: Special Religious Clothing for Females

the subject is on special clothing for religious purpose.

I spoke with DND on the statement made by the student in Vancouver that the Armed Forces were allowing special loose clothing for religious female employees.

The person I spoke with:

Mr. J.D Heartfield
Program Manager
DND Clothing

Topic: Special Loose clothing for Muslim female officers.

Outcome:

1. Officers who carry out operational requirements would only wear the regular officers clothing no exceptions.
2. The issuing of body armour is disbursed in the same manner generic body armour no exceptions.
3. Their policy is if the officers position calls for helmets, body armour, special protective clothing the officer shall wear the regular uniform. DND identifies with each officer position, so if due to religious requirements the officer cannot wear any of the required portion of the uniform then the officer is unable to carry out their duties.
4. They do issue looser clothing for religious reasons for anyone not carrying out any type of position that does define wearing special clothing or head gear.

Thank you

Diane Kravitz